

Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
R thousands										
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		280 490	282 122	257 640	371 813	328 212	353 689	397 556	418 003	444 995
Pension and UIF Contributions		3 423	6 655	5 291	10 087	9 722	10 460	10 901	10 767	11 397
Medical Aid Contributions		1 510	3 891	3 002	8 270	7 097	6 072	7 331	7 382	7 830
Motor Vehicle Allowance		34 794	43 900	40 419	70 480	66 522	67 967	78 930	82 185	87 269
Cellphone Allowance		6 872	13 605	12 943	20 358	20 867	21 686	26 672	26 818	28 468
Housing Allowances		7 418	8 754	8 700	12 706	9 292	9 442	10 799	10 708	11 083
Other benefits and allowances		11 318	12 955	16 080	16 381	12 172	15 480	15 171	14 863	15 654
Sub Total - Councillors		345 824	371 883	344 074	510 097	453 884	484 795	547 362	570 725	606 696
% increase	4		7.5%	(7.5%)	48.3%	(11.0%)	6.8%	12.9%	4.3%	6.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		282 250	300 898	190 870	460 676	240 841	331 027	499 634	408 425	430 853
Pension and UIF Contributions		13 565	16 549	4 306	38 010	20 376	19 320	32 415	8 509	9 085
Medical Aid Contributions		2 341	2 881	857	19 877	8 592	8 263	11 014	2 662	2 825
Overtime		3 468	4 570	261	9 643	2 893	2 893	3 014	279	296
Performance Bonus		7 541	6 486	4 598	25 461	16 811	15 881	13 936	14 901	15 931
Motor Vehicle Allowance		33 654	36 647	15 621	37 451	22 781	21 149	33 000	23 405	24 751
Cellphone Allowance		3 022	2 028	807	5 238	4 646	4 420	3 689	3 870	4 126
Housing Allowances		5 347	8 059	2 427	6 103	3 565	3 505	7 314	2 305	2 431
Other benefits and allowances		3 299	4 704	4 669	25 999	9 418	9 402	28 186	7 747	8 244
Payments in lieu of leave		599	2 877	299	2 271	1 075	1 075	1 092	362	383
Long service awards		1 940	152		554	518	518			
Post-retirement benefit obligations			3 497	5 309	(3 611)	35	35			
Sub Total - Senior Managers of Municipality		357 026	389 348	230 023	627 672	331 550	417 486	633 293	472 464	498 925
% increase	4		9.1%	(40.9%)	172.9%	(47.2%)	25.9%	51.7%	(25.4%)	5.6%
Other Municipal Staff										
Basic Salaries and Wages		2 802 067	3 231 566	3 617 432	4 388 461	4 358 187	4 259 021	5 114 022	5 482 846	5 882 104
Pension and UIF Contributions		486 432	519 417	583 097	715 177	738 056	708 004	849 300	909 288	976 012
Medical Aid Contributions		239 295	277 751	309 948	413 806	392 796	377 573	442 872	472 159	503 515
Overtime		210 820	260 518	313 918	233 733	239 725	235 902	263 285	278 939	298 335
Performance Bonus		44 546	46 127	51 617	61 659	58 415	47 873	60 318	64 714	69 423
Motor Vehicle Allowance		166 545	161 257	208 291	226 064	223 313	198 842	285 034	304 138	323 105
Cellphone Allowance		8 083	11 913	13 210	21 396	22 787	20 596	27 464	29 267	36 044
Housing Allowances		44 334	48 586	60 086	84 538	77 775	76 422	87 763	94 605	102 705
Other benefits and allowances		280 579	370 391	312 023	373 110	418 957	411 717	407 731	425 514	455 492
Payments in lieu of leave		49 943	79 021	82 502	52 359	65 966	65 966	75 831	80 503	85 430
Long service awards		52 913	64 885	61 309	69 395	70 226	67 979	118 409	130 682	141 112
Post-retirement benefit obligations		80 805	(73 415)	142 637	83 360	90 338	88 319	84 158	100 259	111 480
Sub Total - Other Municipal Staff		4 466 363	4 998 018	5 756 070	6 723 057	6 756 541	6 558 216	7 816 189	8 372 914	8 984 756
% increase	4		11.9%	15.2%	16.8%	0.5%	(2.9%)	19.2%	7.1%	7.3%
Total Parent Municipality		5 169 213	5 759 249	6 330 166	7 860 825	7 541 975	7 460 497	8 996 843	9 416 103	10 090 377
% increase	4		11.4%	9.9%	24.2%	(4.1%)	(1.1%)	20.6%	4.7%	7.2%
Board Members of Entities										
Basic Salaries and Wages			174	665	96	96	96	103	111	118
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance		215								
Housing Allowances										
Other benefits and allowances		109								
Board Fees		361	417	120	626	126	126	808	834	871
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		685	591	786	722	222	222	911	945	989
% increase	4		(13.8%)	33.0%	(8.1%)	(69.2%)		310.4%	3.7%	4.7%
Senior Managers of Entities										
Basic Salaries and Wages		8 070	9 710	7 234	17 354	11 213	12 465	23 230	27 151	28 466
Pension and UIF Contributions		982	1 060	569	1 671	1 084	1 219	1 853	2 030	2 557
Medical Aid Contributions		370	137	139	384	348	348	513	500	999
Overtime										
Performance Bonus		450	530	540	827	827	827	1 032	1 478	834
Motor Vehicle Allowance		756	741	110	1 155	433	433	1 071	1 198	1 275
Cellphone Allowance						370	741	461	488	517
Housing Allowances				9	82	413	800	2 786	2 974	3 196
Other benefits and allowances					122	122	122	189	202	217
Payments in lieu of leave			565		644					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		10 627	12 743	8 602	22 238	14 809	16 955	31 136	36 022	38 062
% increase	4		19.9%	(32.5%)	158.5%	(33.4%)	14.5%	83.6%	15.7%	5.7%
Other Staff of Entities										
Basic Salaries and Wages		13 345	15 244	7 945	22 645	9 749	11 002	38 670	41 657	45 798
Pension and UIF Contributions		1 896	2 421	665	3 330	823	945	3 484	3 103	3 634
Medical Aid Contributions		188	329	371	732	647	766	946	964	1 150
Overtime										
Performance Bonus					200			184	805	1 026
Motor Vehicle Allowance		3 169	2 558		3 817			1 821	1 949	2 085
Cellphone Allowance								911	981	1 054
Housing Allowances					16	159	302	3 001	3 187	3 461
Other benefits and allowances		1 428	638	499	495	666	743	6 292	6 724	7 212
Payments in lieu of leave		9	246		586					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		20 036	21 436	9 480	31 821	12 044	13 757	55 311	59 370	65 420
% increase	4		7.0%	(55.8%)	235.7%	(62.1%)	14.2%	302.1%	7.3%	10.2%
Total Municipal Entities		31 348	34 770	18 867	54 781	27 075	30 934	87 358	96 337	104 471
TOTAL SALARY, ALLOWANCES & BENEFITS		5 200 562	5 794 019	6 349 033	7 915 606	7 569 050	7 491 431	9 084 201	9 512 439	10 194 849
% increase	4		11.4%	9.6%	24.7%	(4.4%)	(1.0%)	21.3%	4.7%	7.2%
TOTAL MANAGERS AND STAFF	5	4 854 052	5 421 545	6 004 174	7 404 787	7 114 944	7 006 414	8 535 928	8 940 769	9 587 163

Eastern Cape: Buffalo City(BUF) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
R thousands										
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		26 569	27 566	29 335	31 903	32 074	32 074	33 999	36 447	39 220
Pension and UIF Contributions		2 627	2 833	3 047	3 328	3 297	3 297	3 495	3 747	3 968
Medical Aid Contributions		1 031	1 368	1 539	1 856	1 874	1 874	1 987	2 130	2 256
Motor Vehicle Allowance		10 414	10 796	11 247	12 944	12 653	12 653	13 412	14 378	15 226
Cellphone Allowance						2 150	2 150	2 279	2 443	2 587
Housing Allowances		2 690	2 525	2 515	2 879	2 762	2 762	2 927	3 138	3 323
Other benefits and allowances										
Sub Total - Councillors		43 331	45 088	47 682	52 910	54 810	54 810	58 099	62 282	66 579
% increase	4		4.1%	5.8%	11.0%	3.6%		6.0%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 154	3 537	4 086	15 026	11 501	11 501	12 192	13 069	13 971
Pension and UIF Contributions		590	667	662	2 734	2 147	2 147	2 216	2 374	2 536
Medical Aid Contributions		48	103	94	266	254	254	262	270	278
Overtime										
Performance Bonus										
Motor Vehicle Allowance		651	808	755	2 738	2 481	2 481	2 630	2 820	3 014
Cellphone Allowance						391	391	414	444	475
Housing Allowances		4		2	83					
Other benefits and allowances		1 267	959	1 188	2 273	1 242	1 242	2 202	2 360	2 523
Payments in lieu of leave										
Long service awards					36	0	0			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 715	6 074	6 788	23 157	18 017	18 017	19 916	21 337	22 797
% increase	4		(9.5%)	11.8%	241.2%	(22.2%)		10.5%	7.1%	6.8%
Other Municipal Staff										
Basic Salaries and Wages		606 290	654 048	705 601	851 398	850 039	850 039	913 258	990 771	1 062 709
Pension and UIF Contributions		118 568	126 960	134 721	155 271	163 908	163 908	174 823	184 670	197 132
Medical Aid Contributions		42 170	46 769	52 819	96 719	79 727	79 727	81 759	84 212	86 738
Overtime		62 099	80 707	107 200	60 348	60 348	60 348	72 218	74 401	79 534
Performance Bonus										
Motor Vehicle Allowance		16 766	17 823	19 718	26 800	27 860	27 860	30 051	32 215	34 438
Cellphone Allowance						3 665	3 665	3 884	4 164	4 451
Housing Allowances		3 504	3 219	3 505	10 185	12 205	12 205	14 767	15 832	16 926
Other benefits and allowances		92 356	162 063	116 479	139 402	171 170	171 170	179 077	189 815	202 913
Payments in lieu of leave		20 868	22 094	29 230	7 307	15 291	15 291	16 209	17 376	18 574
Long service awards		13 225	14 840	16 270	17 033	17 509	17 509	18 925	19 887	21 259
Post-retirement benefit obligations						5 831	5 831	6 181	6 626	7 083
Sub Total - Other Municipal Staff		975 846	1 128 523	1 185 543	1 364 462	1 407 555	1 407 555	1 511 153	1 619 968	1 731 758
% increase	4		15.6%	5.1%	15.1%	3.2%		7.4%	7.2%	6.9%
Total Parent Municipality		1 025 891	1 179 684	1 240 013	1 440 529	1 480 382	1 480 382	1 589 167	1 703 587	1 821 135
% increase	4		15.0%	5.1%	16.2%	2.8%		7.3%	7.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages			174	665	96	96	96	103	111	118
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities			174	665	96	96	96	103	111	118
% increase	4			283.4%	(85.6%)			7.6%	7.2%	6.9%
Senior Managers of Entities										
Basic Salaries and Wages					1 004	1 004	1 004	5 580	6 027	6 509
Pension and UIF Contributions					184	184	184	198	213	227
Medical Aid Contributions					91	91	91	98	105	113
Overtime										
Performance Bonus								135	558	603
Motor Vehicle Allowance					310	310	310	333	357	382
Cellphone Allowance								74	74	74
Housing Allowances					25	25	25	27	29	30
Other benefits and allowances					104	104	104	111	119	128
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					1 718	1 718	1 718	6 557	7 482	8 067
% increase	4							281.6%	14.1%	7.8%
Other Staff of Entities										
Basic Salaries and Wages					180	180	180	6 322	8 412	10 063
Pension and UIF Contributions					34	34	34	37	40	42
Medical Aid Contributions					91	91	91	98	105	113
Overtime										
Performance Bonus								22	632	841
Motor Vehicle Allowance										
Cellphone Allowance								91	103	115
Housing Allowances					16	16	16	18	19	20
Other benefits and allowances					19	19	19	20	21	23
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					341	341	341	6 608	9 333	11 217
% increase	4							1840.4%	41.2%	20.2%
Total Municipal Entities			174	665	2 155	2 155	2 155	13 269	16 925	19 402
TOTAL SALARY, ALLOWANCES & BENEFITS		1 025 891	1 179 858	1 240 678	1 442 684	1 482 537	1 482 537	1 602 436	1 720 513	1 840 537
% increase	4		15.0%	5.2%	16.3%	2.8%		8.1%	7.4%	7.0%
TOTAL MANAGERS AND STAFF	5	982 560	1 134 596	1 192 331	1 389 678	1 427 631	1 427 631	1 544 233	1 658 120	1 773 839

Eastern Cape: Nelson Mandela Bay(NMA) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		50 973	52 955	55 219	61 205	60 287	60 287	64 507	69 022	73 854
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		1 604	2 534	2 517	2 760	2 567	2 567	2 747	2 939	3 145
Housing Allowances										
Other benefits and allowances		432	429	425	464	432	432	462	495	529
Sub Total - Councillors		53 010	55 918	58 161	64 429	63 286	63 286	67 716	72 456	77 528
% increase	4		5.5%	4.0%	10.8%	(1.8%)		7.0%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	8 286	9 035	19 727	19 780	16 570	16 570	21 353	23 049	24 893
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		36	(2 428)	(358)	2 769	2 479	2 479	2 991	3 230	3 488
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 322	6 607	19 369	22 549	19 049	19 049	24 343	26 279	28 382
% increase	4		(20.6%)	193.2%	16.4%	(15.5%)		27.8%	8.0%	8.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		1 076 584	1 212 078	1 333 392	1 484 206	1 421 286	1 421 286	1 568 892	1 692 656	1 827 947
Pension and UIF Contributions		187 171	202 122	227 453	249 662	247 381	247 381	270 175	291 654	314 993
Medical Aid Contributions		106 482	114 914	124 667	130 517	138 934	138 934	155 346	167 744	181 165
Overtime		83 919	106 681	122 406	105 334	102 394	102 394	116 924	125 340	133 977
Performance Bonus		19 489	23 995	27 492	31 820	31 071	31 071	33 830	36 496	39 374
Motor Vehicle Allowance		58 299	60 972	63 280	67 622	57 513	57 513	90 115	97 205	104 869
Cellphone Allowance		33	26	29	56	53	53	56	60	64
Housing Allowances		7 325	6 542	7 188	8 351	10 420	10 420	12 359	13 347	14 416
Other benefits and allowances		78 702	91 341	89 334	69 300	112 800	112 800	65 543	65 330	70 585
Payments in lieu of leave					12 841	12 841	12 841	21 868	22 978	24 176
Long service awards		32 089	39 531	35 580	40 423	38 324	38 324	82 886	92 666	100 063
Post-retirement benefit obligations		58 201	(113 478)	114 194	52 102	52 054	52 054	39 967	49 772	53 634
Sub Total - Other Municipal Staff		1 708 294	1 744 724	2 145 015	2 252 234	2 225 070	2 225 070	2 457 963	2 655 249	2 865 262
% increase	4		2.1%	22.9%	5.0%	(1.2%)		10.5%	8.0%	7.9%
Total Parent Municipality		1 769 626	1 807 250	2 222 545	2 339 212	2 307 404	2 307 404	2 550 022	2 753 984	2 971 172
% increase	4		2.1%	23.0%	5.2%	(1.4%)		10.5%	8.0%	7.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		3 223	4 151	4 846	6 445	7 145	7 145	6 960	9 685	9 716
Pension and UIF Contributions		497	559	569	640	760	760	737	817	1 299
Medical Aid Contributions		370	137	139	157	257	257	233	200	678
Overtime										
Performance Bonus		450	530	540	607	607	607	761	775	75
Motor Vehicle Allowance		108	108	110	124	124	124	100	158	163
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		4 647	5 485	6 204	7 972	8 892	8 892	8 791	11 635	11 932
% increase	4		18.0%	13.1%	28.5%	11.5%		(1.1%)	32.4%	2.6%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		2 591	3 651	4 336	5 467	5 767	5 767	8 723	8 009	8 727
Pension and UIF Contributions		371	498	508	571	661	661	1 299	729	1 170
Medical Aid Contributions		188	329	335	376	436	436	495	480	633
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		200	380	309	347	552	552			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		3 351	4 858	5 487	6 761	7 416	7 416	10 517	9 218	10 530
% increase	4		45.0%	12.9%	23.2%	9.7%		41.8%	(12.4%)	14.2%
Total Municipal Entities		7 998	10 343	11 692	14 733	16 308	16 308	19 308	20 853	22 462
TOTAL SALARY, ALLOWANCES & BENEFITS		1 777 624	1 817 593	2 234 237	2 353 945	2 323 712	2 323 712	2 569 330	2 774 837	2 993 634
% increase	4		2.2%	22.9%	5.4%	(1.3%)		10.6%	8.0%	7.9%
TOTAL MANAGERS AND STAFF	5	1 724 614	1 761 674	2 176 075	2 289 517	2 260 427	2 260 427	2 501 615	2 702 381	2 916 106

Summary of Employee and Councillor Remuneration							Ref	2016/17 Medium Term Revenue & Expenditure Framework							
								Current year 2015/16							
R thousands							Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
							A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>							1								
Basic Salaries and Wages															
Pension and UIF Contributions															
Medical Aid Contributions															
Motor Vehicle Allowance															
Cellphone Allowance															
Housing Allowances															
Other benefits and allowances															
Sub Total - Councillors															
% increase							4								
<u>Senior Managers of the Municipality</u>							2								
Basic Salaries and Wages															
Pension and UIF Contributions															
Medical Aid Contributions															
Overtime															
Performance Bonus															
Motor Vehicle Allowance															
Cellphone Allowance															
Housing Allowances															
Other benefits and allowances															
Payments in lieu of leave															
Long service awards															
Post-retirement benefit obligations															
Sub Total - Senior Managers of Municipality															
% increase							4								
<u>Other Municipal Staff</u>															
Basic Salaries and Wages															
Pension and UIF Contributions															
Medical Aid Contributions															
Overtime															
Performance Bonus															
Motor Vehicle Allowance															
Cellphone Allowance															
Housing Allowances															
Other benefits and allowances															
Payments in lieu of leave															
Long service awards															
Post-retirement benefit obligations															
Sub Total - Other Municipal Staff															
% increase							4								
Total Parent Municipality															
% Increase							4								
<u>Board Members of Entities</u>															
Basic Salaries and Wages															
Pension and UIF Contributions															
Medical Aid Contributions															
Overtime															
Performance Bonus															
Motor Vehicle Allowance															
Cellphone Allowance															
Housing Allowances															
Other benefits and allowances															
Board Fees															
Payments in lieu of leave															
Long service awards															
Post-retirement benefit obligations															
Sub Total - Board Members of Entities															
% Increase							4								
<u>Senior Managers of Entities</u>															
Basic Salaries and Wages															
Pension and UIF Contributions															
Medical Aid Contributions															
Overtime															
Performance Bonus															
Motor Vehicle Allowance															
Cellphone Allowance															
Housing Allowances															
Other benefits and allowances															
Payments in lieu of leave															
Long service awards															
Post-retirement benefit obligations															
Sub Total - Senior Managers of Entities															
% Increase							4								
<u>Other Staff of Entities</u>															

Eastern Cape: Blue Crane Route(EC102) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 882	2 052	2 123	2 262	2 247	2 247	2 390	2 534	2 686
Pension and UIF Contributions		47	50	53	56	56	56	56	60	63
Medical Aid Contributions				14	16	16	16	16	17	18
Motor Vehicle Allowance		647	701	730	763	773	773	822	872	924
Cellphone Allowance		164	244	230	259	230	230	244	259	274
Housing Allowances										
Other benefits and allowances					784	733	733	606	643	681
Sub Total - Councillors		2 739	3 047	3 149	4 140	4 055	4 055	4 136	4 384	4 647
% increase	4		11.2%	3.4%	31.4%	(2.0%)		2.0%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 613	2 573	3 331	3 542	3 881	3 881	4 102	4 348	4 609
Pension and UIF Contributions		13	8	9	10	9	9	9	9	10
Medical Aid Contributions										
Overtime										
Performance Bonus		27			208	223	223	223	237	251
Motor Vehicle Allowance		360	516	572	606	572	572	572	607	643
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		117	29			55	55	57	60	64
Payments in lieu of leave		234								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 365	3 126	3 912	4 365	4 740	4 740	4 963	5 261	5 577
% increase	4		32.2%	25.1%	11.6%	8.6%		4.7%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		32 920	32 502	37 371	43 921	43 297	43 297	46 288	49 066	52 009
Pension and UIF Contributions		5 079	6 028	6 750	7 537	8 273	8 273	8 558	9 071	9 615
Medical Aid Contributions		1 683	1 821	2 098	2 446	2 480	2 480	2 588	2 743	2 907
Overtime		2 024	2 389	2 611	2 895	2 433	2 433	2 449	2 596	2 752
Performance Bonus		2 753	3 068	3 625	3 318	3 405	3 405	3 654	3 873	4 106
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		3 549	3 994	3 974	4 177	3 732	3 732	3 776	4 003	4 243
Payments in lieu of leave		856	989	810	733	800	800	750	795	843
Long service awards										
Post-retirement benefit obligations		239	211	306	337	498	498	498	527	559
Sub Total - Other Municipal Staff		49 104	51 002	57 544	65 362	64 918	64 918	68 560	72 674	77 034
% increase	4		3.9%	12.8%	13.6%	(0.7%)		5.6%	6.0%	6.0%
Total Parent Municipality		54 209	57 175	64 606	73 867	73 714	73 714	77 659	82 319	87 258
% increase	4		5.5%	13.0%	14.3%	(0.2%)		5.4%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		54 209	57 175	64 606	73 867	73 714	73 714	77 659	82 319	87 258
% increase	4		5.5%	13.0%	14.3%	(0.2%)		5.4%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	51 469	54 128	61 457	69 727	69 659	69 659	73 523	77 935	82 611

Eastern Cape: Makana(EC104) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		5 524			6 277	6 277	6 277	7 610	8 158	8 745
Pension and UIF Contributions					767	767	767	825	885	949
Medical Aid Contributions					155	155	155	167	179	192
Motor Vehicle Allowance		2 180			1 919	1 919	1 919	2 065	2 214	2 373
Cellphone Allowance					602	602	602	648	695	745
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 704			9 721	9 721	9 721	11 316	12 131	13 004
% increase	4		(100.0%)					16.4%	7.2%	7.2%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 265			4 511	4 511	4 511	5 053	5 417	5 791
Pension and UIF Contributions		7								
Medical Aid Contributions										
Overtime										
Performance Bonus		719								
Motor Vehicle Allowance		858			791	791	791	851	912	975
Cellphone Allowance					67	67	67	72	77	83
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 849			5 368	5 368	5 368	5 976	6 407	6 849
% increase	4		(100.0%)					11.3%	7.2%	6.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		74 207			83 571	88 767	88 767	98 181	105 249	112 512
Pension and UIF Contributions		17 345			16 725	16 725	16 725	19 257	22 570	26 477
Medical Aid Contributions					3 080	3 080	3 080	7 098	7 807	8 588
Overtime		5 945			3 235	3 235	3 235	1 214	1 466	1 613
Performance Bonus										
Motor Vehicle Allowance		3 144			1 094	1 094	1 094	2 945	3 133	3 326
Cellphone Allowance					292	292	292	216	214	211
Housing Allowances		415			265	265	265	1 738	1 863	1 991
Other benefits and allowances		1 647						4 649	1 946	1 797
Payments in lieu of leave					872	872	872	929	939	947
Long service awards					428	428	428	460	493	527
Post-retirement benefit obligations					2 121	2 121	2 121	2 049	2 253	2 479
Sub Total - Other Municipal Staff		102 704			111 683	116 879	116 879	138 736	147 933	160 468
% increase	4		(100.0%)			4.7%		18.7%	6.6%	8.5%
Total Parent Municipality		116 257			126 773	131 969	131 969	156 028	166 470	180 321
% increase	4		(100.0%)			4.1%		18.2%	6.7%	8.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		116 257			126 773	131 969	131 969	156 028	166 470	180 321
% increase	4		(100.0%)			4.1%		18.2%	6.7%	8.3%
TOTAL MANAGERS AND STAFF	5	108 554			117 052	122 248	122 248	144 712	154 339	167 317

Eastern Cape: Ndlambe(EC105) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 974	5 173	5 609	5 954	5 954	5 954	5 966	6 273	6 596
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 974	5 173	5 609	5 954	5 954	5 954	5 966	6 273	6 596
% increase	4		4.0%	8.4%	6.2%			0.2%	5.2%	5.1%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		52 945	62 247	67 422	79 847	78 950	78 947	83 870	86 493	91 139
Pension and UIF Contributions		11 184	10 038	14 488	15 326	13 741	13 741	14 467	15 261	16 101
Medical Aid Contributions		5 137	5 929	6 762	5 540	6 102	6 102	7 024	7 410	7 818
Overtime		7 115	6 426	7 233	1 860	3 992	3 996	3 398	3 583	3 738
Performance Bonus		164	171	311						
Motor Vehicle Allowance		2 784	2 923	2 985	3 153	3 287	3 289	3 825	4 035	4 257
Cellphone Allowance		458	450	322	1 157	845	845	989	1 043	1 101
Housing Allowances		310	361	360	360	705	705	675	712	751
Other benefits and allowances										
Payments in lieu of leave		410	681	18	244	244	244	252	266	280
Long service awards		430								
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		80 938	89 226	99 902	107 487	107 866	107 870	114 500	118 802	125 183
% increase	4		10.2%	12.0%	7.6%	0.4%		6.1%	3.8%	5.4%
Total Parent Municipality		85 912	94 399	105 510	113 442	113 820	113 825	120 465	125 076	131 779
% increase	4		9.9%	11.8%	7.5%	0.3%		5.8%	3.8%	5.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		85 912	94 399	105 510	113 442	113 820	113 825	120 465	125 076	131 779
% increase	4		9.9%	11.8%	7.5%	0.3%		5.8%	3.8%	5.4%
TOTAL MANAGERS AND STAFF	5	80 938	89 226	99 902	107 487	107 866	107 870	114 500	118 802	125 183

Eastern Cape: Sundays River Valley(EC106) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 348	4 761		4 946	5 599	5 599			
Pension and UIF Contributions		66								
Medical Aid Contributions										
Motor Vehicle Allowance					41	41	41			
Cellphone Allowance					251	251	251			
Housing Allowances										
Other benefits and allowances		516	405	5 369	61	61	61	6 310	6 689	7 090
Sub Total - Councillors		4 930	5 165	5 369	5 301	5 953	5 953	6 310	6 689	7 090
% increase	4		4.8%	3.9%	(1.3%)	12.3%		6.0%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 462			3 693	3 693	3 693			
Pension and UIF Contributions		54			9	9	9			
Medical Aid Contributions										
Overtime										
Performance Bonus		22								
Motor Vehicle Allowance		308			662	662	662			
Cellphone Allowance					31	31	31			
Housing Allowances										
Other benefits and allowances		188			85	85	85			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations			3 497	4 174						
Sub Total - Senior Managers of Municipality		3 034	3 497	4 174	4 482	4 482	4 482			
% increase	4		15.3%	19.4%	7.4%			(100.0%)		
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		20 986	34 780	36 958	33 649	33 649	33 649	50 890	53 145	56 812
Pension and UIF Contributions		4 544			3 408	3 408	3 408			
Medical Aid Contributions					1 841	1 841	1 841			
Overtime		1 354			2 001	2 001	2 001			
Performance Bonus										
Motor Vehicle Allowance					359	359	359			
Cellphone Allowance					56	56	56			
Housing Allowances					178	178	178			
Other benefits and allowances		1 654			1 320	1 320	1 320			
Payments in lieu of leave										
Long service awards		208								
Post-retirement benefit obligations		169				32	32			
Sub Total - Other Municipal Staff		28 915	34 780	36 958	42 813	42 845	42 845	50 890	53 145	56 812
% increase	4		20.3%	6.3%	15.8%	0.1%		18.8%	4.4%	6.9%
Total Parent Municipality		36 879	43 443	46 500	52 595	53 279	53 279	57 201	59 834	63 902
% increase	4		17.8%	7.0%	13.1%	1.3%		7.4%	4.6%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		36 879	43 443	46 500	52 595	53 279	53 279	57 201	59 834	63 902
% increase	4		17.8%	7.0%	13.1%	1.3%		7.4%	4.6%	6.8%
TOTAL MANAGERS AND STAFF	5	31 949	38 277	41 132	47 295	47 326	47 326	50 890	53 145	56 812

Eastern Cape: Kouga(EC108) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		5 887	6 109	6 580	6 566	7 180	7 180	7 683	8 159	8 641
Pension and UIF Contributions					7					
Medical Aid Contributions					1 952					
Motor Vehicle Allowance		2 615	2 093	2 286		2 393	2 393	2 562	2 721	2 881
Cellphone Allowance			696	705		710	710	759	806	854
Housing Allowances										
Other benefits and allowances		92	127	186	3 153					
Sub Total - Councillors		8 594	9 025	9 757	11 678	10 283	10 283	11 004	11 686	12 376
% increase	4		5.0%	8.1%	19.7%	(11.9%)		7.0%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 363	5 033	5 404	5 836	5 649	5 649	6 045	6 419	6 798
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		496	491	686		676	676	723	768	813
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		68	71	103						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 927	5 595	6 193	5 836	6 325	6 325	6 768	7 188	7 612
% increase	4		13.6%	10.7%	(5.8%)	8.4%		7.0%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		110 123	114 737	123 770	128 340	133 000	133 000	140 923	149 660	158 490
Pension and UIF Contributions		18 777	19 522	20 279	21 695	21 695	21 695	25 097	26 653	28 225
Medical Aid Contributions		19 661	20 906	18 603	9 258	9 258	9 258	12 664	13 449	14 243
Overtime		7 943	9 737	8 491	10 803	10 803	10 803	9 454	10 040	10 632
Performance Bonus		8 734	9 880	9 288				948	1 006	1 066
Motor Vehicle Allowance		7 635	8 544	8 141				7 938	8 430	8 927
Cellphone Allowance										
Housing Allowances		465	450	472	506	506	506	584	620	656
Other benefits and allowances		14 361	17 942	16 619	35 141	35 141	35 141	28 068	29 808	31 567
Payments in lieu of leave										
Long service awards		674	772	970	858	858	858	759	806	854
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		188 373	202 490	206 633	206 601	211 262	211 262	226 434	240 472	254 660
% increase	4		7.5%	2.0%		2.3%		7.2%	6.2%	5.9%
Total Parent Municipality		201 893	217 110	222 583	224 115	227 870	227 870	244 205	259 346	274 648
% increase	4		7.5%	2.5%	0.7%	1.7%		7.2%	6.2%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		201 893	217 110	222 583	224 115	227 870	227 870	244 205	259 346	274 648
% increase	4		7.5%	2.5%	0.7%	1.7%		7.2%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	193 299	208 085	212 826	212 437	217 587	217 587	233 201	247 660	262 272

Eastern Cape: Kou-Kamma(EC109) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		1 823	1 941		3 509	2 314	2 314	2 286	2 418	2 551
Pension and UIF Contributions					86	48	48	13	14	15
Medical Aid Contributions					29	15	15			
Motor Vehicle Allowance		576	621		726	673	673	712	764	816
Cellphone Allowance		139	154		208	230	230	230	246	263
Housing Allowances										
Other benefits and allowances			53		119	58	58	29	31	33
Sub Total - Councillors		2 539	2 769		4 677	3 338	3 338	3 270	3 473	3 678
% increase	4		9.1%	(100.0%)		(28.6%)		(2.0%)	6.2%	5.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		21 324	20 641		30 175	27 907	27 907	3 327	3 567	3 813
Pension and UIF Contributions		3 009	3 163		3 454	3 454	3 454	266	285	305
Medical Aid Contributions		1 301	1 454		1 937	1 937	1 937	184	197	211
Overtime		1 518	1 678		1 903	1 903	1 903			
Performance Bonus		345	398		452	452	452	400	429	459
Motor Vehicle Allowance		2 284	2 593		3 204	3 204	3 204	919	985	1 053
Cellphone Allowance		92	145		150	150	150	109	116	124
Housing Allowances		136	237		260	260	260	151	162	173
Other benefits and allowances		714	2 184		1 529	1 529	1 529			
Payments in lieu of leave		38	19		4	4	4			
Long service awards		39	152		172	172	172			
Post-retirement benefit obligations					35	35	35			
Sub Total - Senior Managers of Municipality		30 799	32 663		43 274	41 007	41 007	5 356	5 742	6 138
% increase	4		6.1%	(100.0%)		(5.2%)		(86.9%)	7.2%	6.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								28 048	30 100	32 211
Pension and UIF Contributions								3 776	4 048	4 328
Medical Aid Contributions								1 668	1 788	1 912
Overtime								2 358	2 528	2 702
Performance Bonus										
Motor Vehicle Allowance								1 145	1 228	1 312
Cellphone Allowance										
Housing Allowances								199	213	228
Other benefits and allowances								835	894	955
Payments in lieu of leave								72	77	83
Long service awards								52	56	60
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								38 153	40 932	43 790
% increase	4								7.3%	7.0%
Total Parent Municipality		33 338	35 432		47 951	44 345	44 345	46 780	50 146	53 605
% increase	4		6.3%	(100.0%)		(7.5%)		5.5%	7.2%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		33 338	35 432		47 951	44 345	44 345	46 780	50 146	53 605
% increase	4		6.3%	(100.0%)		(7.5%)		5.5%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	30 799	32 663		43 274	41 007	41 007	43 510	46 674	49 928

Eastern Cape: Sarah Baartman(DC10) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 746	3 910	4 158	4 471	4 471	4 363	4 722	5 043	5 386
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 608	1 893	1 381	2 153	2 153	1 415	1 546	1 651	1 763
Cellphone Allowance		221	250	250	284	284	210	250	267	286
Housing Allowances										
Other benefits and allowances		89	91	618	117	117	619	796	850	907
Sub Total - Councillors		5 665	6 144	6 407	7 025	7 025	6 607	7 314	7 811	8 342
% increase	4		8.4%	4.3%	9.6%		(5.9%)	10.7%	6.8%	6.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		3 956	4 277	4 592	3 605	3 605	4 924	3 393	3 624	3 871
Pension and UIF Contributions		359	389	415	354	354	436	226	241	258
Medical Aid Contributions		46	57	60			61			
Overtime										
Performance Bonus		84	154	164	273	273	325	253	270	288
Motor Vehicle Allowance		644	605	564	713	713	564	713	761	813
Cellphone Allowance		25	25	25	25	25	25	25	27	29
Housing Allowances		6	6	6			7			
Other benefits and allowances		124	137	148	72	72	153	67	72	77
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 245	5 650	5 974	5 043	5 043	6 495	4 677	4 995	5 335
% increase	4		7.7%	5.7%	(15.6%)		28.8%	(28.0%)	6.8%	6.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		21 950	22 753	22 946	27 913	27 913	18 215	29 295	31 287	33 414
Pension and UIF Contributions		1 603	1 839	1 791	2 072	2 072	1 431	2 146	2 292	2 448
Medical Aid Contributions		4 211	4 434	4 631	9 686	9 686	6 681	6 537	6 981	7 456
Overtime		293	336	321						
Performance Bonus		399	501	575	746	746	640	1 427	1 524	1 627
Motor Vehicle Allowance		1 282	1 130	958	832	832	940	1 746	1 865	1 992
Cellphone Allowance		138	135	135	138	138	135	144	154	164
Housing Allowances		96	90	105	131	131	117	234	250	267
Other benefits and allowances		831	979	1 191	1 145	1 145	613	758	809	864
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		30 803	32 198	32 653	42 663	42 663	28 772	42 286	45 161	48 232
% increase	4		4.5%	1.4%	30.7%		(32.6%)	47.0%	6.8%	6.8%
Total Parent Municipality		41 713	43 991	45 035	54 730	54 730	41 874	54 277	57 968	61 909
% increase	4		5.5%	2.4%	21.5%		(23.5%)	29.6%	6.8%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance		215								
Housing Allowances										
Other benefits and allowances		109								
Board Fees			87	120	126	126	126	108	114	121
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		324	87	120	126	126	126	108	114	121
% increase	4		(73.1%)	38.0%	4.6%			(14.3%)	5.6%	6.1%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages					1 811	1 811	1 811	1 944	2 080	2 226
Pension and UIF Contributions					4	4	4	4	4	4
Medical Aid Contributions										
Overtime										
Performance Bonus					220	220	220	136	146	156
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					18	18	18	19	20	22
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					2 053	2 053	2 053	2 103	2 249	2 407
% increase	4							2.4%	7.0%	7.0%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages					1 830	2 550	2 550	2 730	2 921	3 126
Pension and UIF Contributions					6	6	6	7	7	7
Medical Aid Contributions										
Overtime										
Performance Bonus								162	173	185
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					19	19	19	28	30	32
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					1 855	2 575	2 575	2 927	3 132	3 351
% increase	4					38.8%		13.7%	7.0%	7.0%
Total Municipal Entities		324	87	120	4 034	4 754	4 754	5 138	5 495	5 879
TOTAL SALARY, ALLOWANCES & BENEFITS		42 037	44 079	45 156	58 764	59 484	46 627	59 415	63 463	67 788
% increase	4		4.9%	2.4%	30.1%	1.2%	(21.6%)	27.4%	6.8%	6.8%
TOTAL MANAGERS AND STAFF	5	36 048	37 848	38 628	51 613	52 333	39 894	51 993	55 538	59 325

Eastern Cape: Mbashe(EC121) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages					19 907	19 907	19 907	17 012	18 067	19 133
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					226	226	226	1 517		
Housing Allowances										
Other benefits and allowances								803		
Sub Total - Councillors					20 133	20 133	20 133	19 332	18 067	19 133
% increase	4							(4.0%)	(6.5%)	5.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages					46 905	45 664	45 664	79 203	84 113	89 076
Pension and UIF Contributions					7 718	7 718	7 718			
Medical Aid Contributions					4 403	4 403	4 403			
Overtime					726	726	726			
Performance Bonus					4 820	4 820	4 820			
Motor Vehicle Allowance					1 021	1 021	1 021			
Cellphone Allowance					1 375	1 375	1 375			
Housing Allowances					554	554	554			
Other benefits and allowances					1 864	1 864	1 864			
Payments in lieu of leave					753	753	753			
Long service awards					346	346	346			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					70 485	69 244	69 244	79 203	84 113	89 076
% increase	4					(1.8%)		14.4%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality					90 617	89 376	89 376	98 535	102 180	108 209
% increase	4					(1.4%)		10.2%	3.7%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					90 617	89 376	89 376	98 535	102 180	108 209
% increase	4					(1.4%)		10.2%	3.7%	5.9%
TOTAL MANAGERS AND STAFF	5				70 485	69 244	69 244	79 203	84 113	89 076

Eastern Cape: Mngquma(EC122) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages					14 286	14 286	14 286	18 180	19 234	20 350
Pension and UIF Contributions						1 476	1 476			
Medical Aid Contributions						1 405	1 405			
Motor Vehicle Allowance					4 680	4 680	4 680	4 346	4 598	4 865
Cellphone Allowance					1 513	1 513	1 513	1 589	1 682	1 779
Housing Allowances										
Other benefits and allowances					3 660	3 660	3 660	306	324	343
Sub Total - Councillors					24 140	27 021	27 021	24 421	25 837	27 336
% increase	4					11.9%		(9.6%)	5.8%	5.8%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages					3 552	5 258	5 258	4 677	4 948	5 235
Pension and UIF Contributions					679	679	679	825	873	923
Medical Aid Contributions					274	274	274	654	692	732
Overtime										
Performance Bonus					824	824	824	834	882	933
Motor Vehicle Allowance					1 147	1 147	1 147	1 438	1 521	1 610
Cellphone Allowance					546	546	546	455	481	509
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					7 023	8 729	8 729	8 882	9 398	9 943
% increase	4					24.3%		1.8%	5.8%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					108 048	113 783	113 783	119 011	125 913	133 216
Pension and UIF Contributions					15 807	15 807	15 807	19 389	20 513	21 703
Medical Aid Contributions					5 746	5 746	5 746	6 323	6 690	7 078
Overtime					540	540	540	531	562	594
Performance Bonus										
Motor Vehicle Allowance					5 006	5 006	5 006	5 179	5 479	5 797
Cellphone Allowance					7	7	7			
Housing Allowances					98	98	98	195	206	218
Other benefits and allowances					4 672	4 672	4 672	5 902	6 245	6 607
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					139 924	145 659	145 659	156 529	165 608	175 213
% increase	4					4.1%		7.5%	5.8%	5.8%
Total Parent Municipality					171 086	181 409	181 409	189 833	200 843	212 492
% increase	4					6.0%		4.6%	5.8%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					171 086	181 409	181 409	189 833	200 843	212 492
% increase	4					6.0%		4.6%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5				146 946	154 387	154 387	165 411	175 005	185 156

Eastern Cape: Great Kei(EC123) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 081	2 312	2 734	2 410	2 636	2 636	2 923	3 104	3 287
Pension and UIF Contributions		69								
Medical Aid Contributions		42								
Motor Vehicle Allowance		634	683	706	834	876	876	907	963	1 020
Cellphone Allowance		167	243	318	382	350	350	334	355	376
Housing Allowances										
Other benefits and allowances					100	15	15	38	40	43
Sub Total - Councillors		2 994	3 238	3 759	3 727	3 877	3 877	4 202	4 462	4 726
% increase	4		8.2%	16.1%	(0.9%)	4.0%		8.4%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 647	998	1 764	3 264	2 996	2 996	5 275	5 602	5 933
Pension and UIF Contributions		198	259	38	500	40	40	163	173	183
Medical Aid Contributions						56	56			
Overtime										
Performance Bonus						300	300	350	372	394
Motor Vehicle Allowance		1 085	437	658	388	319	319	295	313	332
Cellphone Allowance				66	164	41	41	45	48	51
Housing Allowances				213	306	174	174	126	134	142
Other benefits and allowances		22	42			285	285			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 953	1 736	2 740	4 621	4 211	4 211	6 254	6 642	7 033
% increase	4		(41.2%)	57.8%	68.7%	(8.9%)		48.5%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		16 691	20 201	22 755	27 289	28 860	28 860	28 846	30 634	32 441
Pension and UIF Contributions		1 714	2 408	2 794	4 149	4 172	4 172	3 898	4 140	4 384
Medical Aid Contributions		940	1 316	1 409	2 272	1 977	1 977	2 194	2 330	2 467
Overtime		363	780	726	770	803	803	610	648	686
Performance Bonus					550	495	495			
Motor Vehicle Allowance		439	976	115	928	1 165	1 165	1 119	1 188	1 258
Cellphone Allowance					10	86	86	73	77	82
Housing Allowances		417	302		928	1 118	1 118	388	412	436
Other benefits and allowances		1 531	2 528	1 227	2 607	3 262	3 262	7 052	7 489	7 931
Payments in lieu of leave					472	352	352	335	356	377
Long service awards										
Post-retirement benefit obligations		2 165	1 654							
Sub Total - Other Municipal Staff		24 260	30 164	29 026	39 974	42 290	42 290	44 514	47 274	50 063
% increase	4		24.3%	(3.8%)	37.7%	5.8%		5.3%	6.2%	5.9%
Total Parent Municipality		30 207	35 139	35 525	48 322	50 378	50 378	54 970	58 378	61 823
% increase	4		16.3%	1.1%	36.0%	4.3%		9.1%	6.2%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		30 207	35 139	35 525	48 322	50 378	50 378	54 970	58 378	61 823
% increase	4		16.3%	1.1%	36.0%	4.3%		9.1%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	27 214	31 901	31 766	44 595	46 501	46 501	50 768	53 916	57 097

Eastern Cape: Amahlathi(EC124) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages					7 611	7 611	7 611	7 611	8 159	8 722
Pension and UIF Contributions					1 514	1 067	1 067	1 067	1 144	1 223
Medical Aid Contributions					1 171	1 171	1 171	1 171	1 255	1 342
Motor Vehicle Allowance					3 234	2 736	2 736	2 736	2 933	3 135
Cellphone Allowance					1 020	1 020	1 020	1 020	1 094	1 169
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					14 551	13 605	13 605	13 605	14 585	15 591
% increase	4					(6.5%)			7.2%	6.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					62 696	62 333	62 333	70 029	75 071	80 251
Pension and UIF Contributions					8 760	9 244	9 244	10 668	11 436	12 225
Medical Aid Contributions					2 867	3 227	3 227	3 549	3 805	4 067
Overtime					1 420	1 610	1 610	1 770	1 898	2 029
Performance Bonus					1 000	1 083	1 083	1 191	1 277	1 365
Motor Vehicle Allowance					2 228	3 305	3 305	3 635	3 897	4 166
Cellphone Allowance					656	542	542	596	639	683
Housing Allowances					1 727	3 192	3 192	3 433	3 680	3 934
Other benefits and allowances					149	147	147	31	34	36
Payments in lieu of leave					135	375	375	413	442	473
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					81 638	85 057	85 057	95 316	102 179	109 229
% increase	4					4.2%		12.1%	7.2%	6.9%
Total Parent Municipality					96 189	98 662	98 662	108 922	116 764	124 821
% increase	4					2.6%		10.4%	7.2%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					96 189	98 662	98 662	108 922	116 764	124 821
% increase	4					2.6%		10.4%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5				81 638	85 057	85 057	95 316	102 179	109 229

Eastern Cape: Ngqushwa(EC126) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 694	3 728	3 966	3 718	3 969	3 969	3 843	4 081	4 322
Pension and UIF Contributions			808	714	743	1 054	1 054	868	922	976
Medical Aid Contributions			567	526	590	247	247	715	759	804
Motor Vehicle Allowance		1 346	1 216	1 448	1 647	1 757	1 757	2 211	2 348	2 487
Cellphone Allowance			400	522	522	522	522	646	686	727
Housing Allowances										
Other benefits and allowances		194	921	994	90	90	90	133	141	150
Sub Total - Councillors		6 234	7 640	8 169	7 310	7 639	7 639	8 416	8 938	9 465
% increase	4		22.6%	6.9%	(10.5%)	4.5%		10.2%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 713	3 005	2 681	6 252	4 827	4 827	4 963	5 270	5 581
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 713	3 005	2 681	6 252	4 827	4 827	4 963	5 270	5 581
% increase	4		10.8%	(10.8%)	133.2%	(22.8%)		2.8%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		17 899	25 928	28 195	32 720	32 624		36 919	39 208	41 521
Pension and UIF Contributions		4 018	3 407	4 407	5 785	5 762		5 999	6 371	6 747
Medical Aid Contributions			1 721	2 109	1 401	1 428		2 116	2 247	2 379
Overtime			222	232						
Performance Bonus										
Motor Vehicle Allowance		2 302	1 228	1 526	1 284	1 412		1 798	1 910	2 023
Cellphone Allowance			178	248	212	234		426	453	479
Housing Allowances		32	47	40	82	82		296	315	333
Other benefits and allowances		1 451	3 938	4 381	1 652	2 622		3 866	4 105	4 348
Payments in lieu of leave		78	359	838				1 160	1 232	1 305
Long service awards			429	311				324	344	365
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		25 779	37 458	42 287	43 137	44 164		52 905	56 185	59 500
% increase	4		45.3%	12.9%	2.0%	2.4%	(100.0%)		6.2%	5.9%
Total Parent Municipality		34 726	48 103	53 137	56 699	56 630	12 466	66 284	70 393	74 546
% increase	4		38.5%	10.5%	6.7%	(0.1%)	(78.0%)	431.7%	6.2%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		34 726	48 103	53 137	56 699	56 630	12 466	66 284	70 393	74 546
% increase	4		38.5%	10.5%	6.7%	(0.1%)	(78.0%)	431.7%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	28 492	40 463	44 968	49 389	48 991	4 827	57 868	61 455	65 081

Eastern Cape: Amathole(DC12) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		6 628	7 337	7 546	8 043	7 981	7 981	13 704	14 732	15 837
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		2 192	2 130	2 192	3 379	2 424	2 424			
Cellphone Allowance		457	744	777	1 138	781	781	898	965	1 037
Housing Allowances		2 187		744	3 620	841	841			
Other benefits and allowances		98	2 041	1 771	654	1 730	1 730	424	456	490
Sub Total - Councillors		11 563	12 253	13 030	16 834	13 758	13 758	15 026	16 153	17 364
% increase	4		6.0%	6.3%	29.2%	(18.3%)		9.2%	7.5%	7.5%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		5 835	6 891	8 468	7 399	8 971	8 971	10 035	10 788	11 597
Pension and UIF Contributions		454	849	983	1 018	1 213	1 213	1 278	1 371	1 473
Medical Aid Contributions		303	111	116	147	159	159	117	128	141
Overtime			2							
Performance Bonus		703	774	1 860	1 528	1 839	1 839	2 159	2 321	2 495
Motor Vehicle Allowance		1 828	1 896	2 093	2 288	1 940	1 940	2 202	2 367	2 367
Cellphone Allowance		261	323	376	1 235	434	434	926	926	996
Housing Allowances		125	680	1 198	49	709	709			
Other benefits and allowances		78	1	1	284	1	1	1	1	1
Payments in lieu of leave		327								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 913	11 527	15 096	13 949	15 266	15 266	16 718	17 902	19 070
% increase	4		16.3%	31.0%	(7.6%)	9.4%		9.5%	7.1%	6.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		220 978	270 860	331 270	325 227	374 635	374 635	408 439	438 217	470 417
Pension and UIF Contributions		33 821	47 002	65 065	52 394	75 496	75 496	81 454	87 418	93 965
Medical Aid Contributions		17 654	21 263	24 852	34 024	30 879	30 879	32 359	35 595	39 070
Overtime		11 906	16 901	24 243	14 200	19 870	19 870	8 000	8 600	10 091
Performance Bonus										
Motor Vehicle Allowance		10 715	17 937	33 961	30 641	38 415	38 415	39 541	42 290	42 290
Cellphone Allowance		4 250	5 531	8 037	10 296	8 625	8 625	12 624	12 624	13 570
Housing Allowances		1 768	2 387	3 247	10 335	4 274	4 274	1 290	1 290	1 290
Other benefits and allowances		34 038	10 860	12 877	43 971	14 137	14 137	1 754	1 885	2 026
Payments in lieu of leave		15 598	27 150	31 216	9 430	17 047	17 047	11 511	12 374	13 302
Long service awards			2 955		2 432	2 432	2 432	6 979	7 903	8 926
Post-retirement benefit obligations		11 185	26 381	22 193	17 021	22 475	22 475	26 188	31 244	37 293
Sub Total - Other Municipal Staff		361 911	449 227	556 961	547 538	608 286	608 286	630 138	679 440	732 241
% increase	4		24.1%	24.0%	(1.7%)	11.1%		3.6%	7.8%	7.8%
Total Parent Municipality		383 387	473 006	585 086	578 320	637 309	637 309	661 882	713 495	768 675
% increase	4		23.4%	23.7%	(1.2%)	10.2%		3.9%	7.8%	7.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		383 387	473 006	585 086	578 320	637 309	637 309	661 882	713 495	768 675
% increase	4		23.4%	23.7%	(1.2%)	10.2%		3.9%	7.8%	7.7%
TOTAL MANAGERS AND STAFF	5	371 824	460 754	572 056	561 487	623 552	623 552	646 856	697 342	751 311

Eastern Cape: Inxuba Yethemba(EC131) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages			6 294	6 548	6 753	6 753	6 753	7 327	7 957	8 650
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			6 294	6 548	6 753	6 753	6 753	7 327	7 957	8 650
% increase	4			4.0%	3.1%			8.5%	8.6%	8.7%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								5 733	6 220	6 755
Pension and UIF Contributions								684	742	806
Medical Aid Contributions								145	157	171
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								6 562	7 120	7 732
% increase	4								8.5%	8.6%
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality			6 294	6 548	6 753	6 753	6 753	13 889	15 077	16 382
% increase	4			4.0%	3.1%			105.7%	8.6%	8.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			6 294	6 548	6 753	6 753	6 753	13 889	15 077	16 382
% increase	4			4.0%	3.1%			105.7%	8.6%	8.7%
TOTAL MANAGERS AND STAFF	5							6 562	7 120	7 732

Eastern Cape: Intsika Yethu(EC135) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		11 539	12 729		10 332		10 332	11 226	11 922	12 626
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					2 243		2 243	2 348	2 494	2 641
Cellphone Allowance					973		973	876	931	986
Housing Allowances										
Other benefits and allowances					619		619	12	13	13
Sub Total - Councillors		11 539	12 729		14 167		14 167	14 463	15 359	16 266
% increase	4		10.3%	(100.0%)		(100.0%)		2.1%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages								8 514	9 042	9 575
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus								418	444	470
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								8 932	9 486	10 046
% increase	4								6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					47 705	14 455	103 780	70 023	74 365	78 752
Pension and UIF Contributions					8 692			8 386	8 905	9 431
Medical Aid Contributions					3 197			4 202	4 462	4 725
Overtime										
Performance Bonus					4 014			418	444	470
Motor Vehicle Allowance					6 937			5 534	5 877	6 223
Cellphone Allowance					799			566	601	637
Housing Allowances					2 086			50	54	57
Other benefits and allowances					1 727			5 277	5 604	5 935
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					75 158	14 455	103 780	94 456	100 312	106 230
% increase	4					(80.8%)	618.0%	(9.0%)	6.2%	5.9%
Total Parent Municipality		11 539	12 729		89 325	14 455	117 947	117 851	125 157	132 542
% increase	4		10.3%	(100.0%)		(83.8%)	716.0%	(0.1%)	6.2%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		11 539	12 729		89 325	14 455	117 947	117 851	125 157	132 542
% increase	4		10.3%	(100.0%)		(83.8%)	716.0%	(0.1%)	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5				75 158	14 455	103 780	103 388	109 798	116 276

Eastern Cape: Emalahleni (Ec)(EC136) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		9 101	9 812	10 104	10 739	10 896	10 896	10 947	11 714	12 533
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								780	835	894
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		9 101	9 812	10 104	10 739	10 896	10 896	11 728	12 549	13 427
% increase	4		7.8%	3.0%	6.3%	1.5%		7.6%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		7 171	6 371	6 392	6 866	7 146	7 146	7 843	8 628	9 490
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		115	(2 303)	582	97			1 061	1 168	1 284
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				332						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations				1 135						
Sub Total - Senior Managers of Municipality		7 285	4 068	8 441	6 963	7 146	7 146	8 905	9 795	10 775
% increase	4		(44.2%)	107.5%	(17.5%)	2.6%		24.6%	10.0%	10.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		26 431	29 907	25 746	33 338	32 795	32 795	38 341	42 115	46 291
Pension and UIF Contributions		3 245	3 780	3 888	6 197	5 467	5 467	6 280	6 900	7 569
Medical Aid Contributions		949	1 298	1 323	2 049	1 932	1 932	2 145	2 357	2 582
Overtime		1 070	1 503	846	993	1 008	1 008	925	1 014	1 113
Performance Bonus				(582)		820	820	1 061	1 168	1 284
Motor Vehicle Allowance		653	884	1 144	2 855	2 299	2 299	2 366	2 603	2 863
Cellphone Allowance		283	468	90	432	188	188	176	193	213
Housing Allowances		140	143	92	490	117	117	65	71	78
Other benefits and allowances		328	430	1 925	560	2 736	2 736	758	833	917
Payments in lieu of leave		369	1 817	1 928	1 928			134	148	162
Long service awards		316	241	290	260	260	260	272	300	330
Post-retirement benefit obligations		2 614	2 757	(421)	3 143			587	646	710
Sub Total - Other Municipal Staff		36 399	43 227	34 341	52 244	47 621	47 621	53 111	58 347	64 113
% increase	4		18.8%	(20.6%)	52.1%	(8.8%)		11.5%	9.9%	9.9%
Total Parent Municipality		52 786	57 106	52 886	69 946	65 664	65 664	73 743	80 691	88 314
% increase	4		8.2%	(7.4%)	32.3%	(6.1%)		12.3%	9.4%	9.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		52 786	57 106	52 886	69 946	65 664	65 664	73 743	80 691	88 314
% increase	4		8.2%	(7.4%)	32.3%	(6.1%)		12.3%	9.4%	9.4%
TOTAL MANAGERS AND STAFF	5	43 685	47 295	42 783	59 207	54 768	54 768	62 015	68 142	74 887

Eastern Cape: Engcobo(EC137) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		6 679	6 779		8 036	8 036	8 036	8 522	9 051	9 585
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					2 721	2 721	2 721	2 925	3 106	3 289
Cellphone Allowance			546		904	904	904	840	892	945
Housing Allowances										
Other benefits and allowances		2 759	2 715		664	506	506			
Sub Total - Councillors		9 438	10 041		12 325	12 167	12 167	12 287	13 049	13 819
% increase	4		6.4%	(100.0%)		(1.3%)		1.0%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		3 330	4 036		4 710	4 710	4 710	5 186	5 507	5 832
Pension and UIF Contributions					40	40	40			
Medical Aid Contributions										
Overtime										
Performance Bonus		230	600		300	300	300	330	351	371
Motor Vehicle Allowance			878		1 425	1 425	1 425	1 569	1 666	1 764
Cellphone Allowance			345		115	115	115	126	134	142
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 560	5 860		6 590	6 590	6 590	7 211	7 658	8 110
% increase	4		64.6%	(100.0%)				9.4%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		21 902	19 548		28 807	29 217	29 217	37 865	40 213	42 586
Pension and UIF Contributions		2 988	3 007		6 776	5 934	5 934	6 533	6 939	7 348
Medical Aid Contributions		2 184	2 173		1 196	1 346	1 346	1 482	1 574	1 667
Overtime		484	713		709	709	709	780	829	878
Performance Bonus										
Motor Vehicle Allowance		2 778	1 207		2 429	2 604	2 604	2 868	3 045	3 225
Cellphone Allowance		269	291		365	365	365	402	427	453
Housing Allowances		83	90		100	171	171	188	200	212
Other benefits and allowances		1 956	2 518		404	3	3	4	4	4
Payments in lieu of leave			580		317	229	229	253	268	284
Long service awards		310	85		317	317	317	349	371	393
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 954	30 214		41 422	40 898	40 898	50 725	53 870	57 049
% increase	4		(8.3%)	(100.0%)		(1.3%)		24.0%	6.2%	5.9%
Total Parent Municipality		45 952	46 114		60 337	59 654	59 654	70 224	74 577	78 977
% increase	4		0.4%	(100.0%)		(1.1%)		17.7%	6.2%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		45 952	46 114		60 337	59 654	59 654	70 224	74 577	78 977
% increase	4		0.4%	(100.0%)		(1.1%)		17.7%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	36 514	36 073		48 012	47 487	47 487	57 937	61 529	65 159

Eastern Cape: Sakhisizwe(EC138) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 553	3 607	3 988	4 781	4 781	4 781	5 116	5 412	5 726
Pension and UIF Contributions										
Medical Aid Contributions		67	82	110						
Motor Vehicle Allowance		1 063	785	500	984	984	984	984	1 041	1 102
Cellphone Allowance		229	336	234	397	397	397	397	420	444
Housing Allowances										
Other benefits and allowances		42	62	47						
Sub Total - Councillors		4 954	4 872	4 879	6 162	6 162	6 162	6 496	6 873	7 272
% increase	4		(1.7%)	0.1%	26.3%			5.4%	5.8%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 300	4 110	5 467	6 007	6 007	6 007	6 150	6 507	6 884
Pension and UIF Contributions		241	270	327	484	484	484	492	521	551
Medical Aid Contributions		114	96	111	161	161	161	161	171	181
Overtime		316	234	261	264	264	264	264	279	296
Performance Bonus		32	113	60	69	69	69	69	73	77
Motor Vehicle Allowance		82	82	159	82	82	82	82	86	91
Cellphone Allowance		1 660	664	241	640	640	640	640	677	716
Housing Allowances		549	61	74	40	40	40	42	44	47
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 293	5 629	6 699	7 747	7 747	7 747	7 900	8 359	8 843
% increase	4		(10.5%)	19.0%	15.6%			2.0%	5.8%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		17 506	18 561	16 106	19 210	19 210	19 210	20 541	21 733	22 993
Pension and UIF Contributions		1 980	2 389	2 268	2 519	2 519	2 519	2 695	2 851	3 017
Medical Aid Contributions		1 364	2 349	1 722	1 509	1 509	1 509	1 509	1 596	1 689
Overtime		25	34	25	17	17	17	17	18	19
Performance Bonus		11	10	2	5	5	5	5	5	5
Motor Vehicle Allowance										
Cellphone Allowance		2 317	2 010	1 167	1 128	1 128	1 128	1 128	1 193	1 263
Housing Allowances					43	43	43	43	46	49
Other benefits and allowances		528	1 249	364	444	444	444	471	499	528
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		23 731	26 602	21 654	24 875	24 875	24 875	26 409	27 941	29 561
% increase	4		12.1%	(18.6%)	14.9%			6.2%	5.8%	5.8%
Total Parent Municipality		34 978	37 103	33 232	38 784	38 784	38 784	40 805	43 172	45 676
% increase	4		6.1%	(10.4%)	16.7%			5.2%	5.8%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		34 978	37 103	33 232	38 784	38 784	38 784	40 805	43 172	45 676
% increase	4		6.1%	(10.4%)	16.7%			5.2%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5	30 024	32 232	28 353	32 622	32 622	32 622	34 309	36 299	38 405

Eastern Cape: Chris Hani(DC13) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		7 918	4 364	6 611	6 554			7 078	7 503	7 953
Pension and UIF Contributions			172	143	143			155	164	174
Medical Aid Contributions			870	1 373	1 373			1 482	1 571	1 666
Motor Vehicle Allowance				2 354	2 354			2 721	2 884	3 057
Cellphone Allowance				442	442			518	549	582
Housing Allowances			1 633							
Other benefits and allowances			291							
Sub Total - Councillors		7 918	7 331	10 923	10 866			11 954	12 671	13 431
% increase	4		(7.4%)	(100.0%)		(0.5%)	(100.0%)		6.0%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages			3 542	5 424	6 507	6 507		6 153	6 522	6 913
Pension and UIF Contributions					1 138	1 138				
Medical Aid Contributions			945	355	390	390		403	427	452
Overtime										
Performance Bonus			263	348	981	981		394	418	443
Motor Vehicle Allowance			1 606	1 971	1 484	1 484		2 236	2 370	2 512
Cellphone Allowance					226	226				
Housing Allowances					66	66				
Other benefits and allowances			438	366	98	98		415	439	466
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			6 794	8 464	10 891	10 891		9 600	10 176	10 787
% increase	4			24.6%	28.7%		(100.0%)		6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			71 097	78 631	158 638	178 164		203 930	216 166	229 136
Pension and UIF Contributions			590	655	26 445	26 445		27 688	29 350	31 110
Medical Aid Contributions			2 818	4 072	12 632	12 632		9 838	10 428	11 054
Overtime			1 164	1 298	3 576	3 576		3 197	3 389	3 592
Performance Bonus			4 859	6 458	10 435	10 435		10 923	11 578	12 273
Motor Vehicle Allowance			11 505	13 933	24 626	24 626		20 053	21 256	22 532
Cellphone Allowance					2 333	2 333				
Housing Allowances			979	1 084	3 323	3 323		2 514	2 665	2 825
Other benefits and allowances			14 068	14 354	3 998	5 057		21 575	22 870	24 242
Payments in lieu of leave			2 304	2 797				324	343	364
Long service awards			(13)	63	2 247	2 247		233	247	262
Post-retirement benefit obligations			6 401	2 406	78	2 020		2 136	2 264	2 400
Sub Total - Other Municipal Staff			115 772	125 751	248 329	270 855		302 411	320 556	339 789
% increase	4			8.6%	97.5%	9.1%	(100.0%)		6.0%	6.0%
Total Parent Municipality		7 918	129 896	134 215	270 143	292 612		323 965	343 403	364 007
% increase	4		1540.5%	3.3%	101.3%	8.3%	(100.0%)		6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		456	844	2 388	2 720	1 252	2 505	3 384	3 621	3 874
Pension and UIF Contributions					272	136	272	254	291	272
Medical Aid Contributions					136			182	195	208
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance						370	741	198	212	227
Housing Allowances				9	57	388	776	2 759	2 946	3 166
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		456	844	2 398	3 185	2 146	4 292	6 777	7 264	7 747
% increase	4		85.0%	184.2%	32.9%	(32.6%)	100.0%	57.9%	7.2%	6.6%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		323	2 007	3 609	5 280	1 252	2 505	6 569	7 029	7 521
Pension and UIF Contributions				157	528	122	243	493	564	527
Medical Aid Contributions				36	264	119	238	353	378	404
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance								198	212	227
Housing Allowances						143	285	2 984	3 168	3 440
Other benefits and allowances				190	111	77	154	5 481	5 856	6 283
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		323	2 007	3 992	6 183	1 713	3 425	16 077	17 207	18 402
% increase	4		522.0%	99.0%	54.9%	(72.3%)	100.0%	369.3%	7.0%	6.9%
Total Municipal Entities		779	2 850	6 390	9 368	3 859	7 718	22 854	24 471	26 149
TOTAL SALARY, ALLOWANCES & BENEFITS		8 697	132 746	140 605	279 511	296 471	7 718	346 819	367 874	390 156
% increase	4		1426.4%	5.9%	98.8%	6.1%	(97.4%)	4393.8%	6.1%	6.1%
TOTAL MANAGERS AND STAFF	5	779	125 416	140 605	268 588	285 605	7 718	334 866	355 203	376 725

Eastern Cape: Elundini(EC141) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		6 130	6 477	7 228	9 625	7 213	7 213	7 646	8 196	8 762
Pension and UIF Contributions		64	94		104					
Medical Aid Contributions					83					
Motor Vehicle Allowance		2 048		2 062	1 894	2 843	2 843	3 013	3 230	3 453
Cellphone Allowance		413	724	1 347	613	710	710	882	945	1 011
Housing Allowances										
Other benefits and allowances		56	2 239	92	81	122	122			
Sub Total - Councillors		8 711	9 534	10 729	12 400	10 888	10 888	11 541	12 372	13 225
% increase	4		9.4%	12.5%	15.6%	(12.2%)		6.0%	7.2%	6.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		3 489	3 661		4 137	4 354	4 354	4 705	5 044	5 392
Pension and UIF Contributions		9	154		174	201	201	193	206	221
Medical Aid Contributions			68		77	176	176	188	201	215
Overtime										
Performance Bonus			761		860	610	610	652	699	747
Motor Vehicle Allowance		554	1 832		2 069	1 235	1 235	1 321	1 416	1 514
Cellphone Allowance		902								
Housing Allowances		48	380							
Other benefits and allowances		334	394		430	882	882	571	612	654
Payments in lieu of leave					445					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 336	7 250		8 192	7 458	7 458	7 630	8 179	8 744
% increase	4		35.9%	(100.0%)		(9.0%)		2.3%	7.2%	6.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		30 263	25 141	38 366	40 562	44 125	44 125	45 068	48 313	51 647
Pension and UIF Contributions		5 148	1 675	5 989		9 551	9 551	9 445	10 125	10 824
Medical Aid Contributions		2 412	2 741	3 327	3 173	6 996	6 996	7 529	8 071	8 628
Overtime		60		1 851	149	1 584	1 584	1 703	1 825	1 951
Performance Bonus			744	37	840	1 349	1 349	1 455	1 560	1 667
Motor Vehicle Allowance		2 569	118	15 432	5 239	4 325	4 325	7 785	8 346	8 922
Cellphone Allowance			191	118		710	710	763	818	875
Housing Allowances		885	619	1 764	1 129	331	331	357	383	409
Other benefits and allowances		8 404	16 180	1 518	3 353	1 891	1 891	2 727	2 923	3 125
Payments in lieu of leave			295		333	333	333	254	272	291
Long service awards			238	149	270	270	270	56	60	64
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		49 741	47 942	68 551	55 048	71 464	71 464	77 142	82 696	88 403
% increase	4		(3.6%)	43.0%	(19.7%)	29.8%		7.9%	7.2%	6.9%
Total Parent Municipality		63 788	64 726	79 280	75 640	89 810	89 810	96 313	103 247	110 372
% increase	4		1.5%	22.5%	(4.6%)	18.7%		7.2%	7.2%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		63 788	64 726	79 280	75 640	89 810	89 810	96 313	103 247	110 372
% increase	4		1.5%	22.5%	(4.6%)	18.7%		7.2%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	55 077	55 192	68 551	63 240	78 922	78 922	84 772	90 876	97 147

Eastern Cape: Senqu(EC142) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		6 151	6 525	7 016	10 520	10 520	10 520	11 257	12 045	12 888
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		461	497	772	986	986	986	1 055	1 129	1 208
Housing Allowances										
Other benefits and allowances		2 246	2 557	2 611	222	222	222	238	254	272
Sub Total - Councillors		8 858	9 580	10 399	11 729	11 729	11 729	12 550	13 428	14 368
% increase	4		8.2%	8.5%	12.8%			7.0%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 954	6 357	6 811	7 749	7 749	7 749	8 292	8 872	9 493
Pension and UIF Contributions		113	11	11	89	89	89	95	102	109
Medical Aid Contributions										
Overtime										
Performance Bonus			1 872	1 271	1 490	1 490	1 490	1 594	1 705	1 825
Motor Vehicle Allowance		324	320	320						
Cellphone Allowance		82	84	84	91	91	91	97	104	111
Housing Allowances		8								
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 479	8 644	8 497	9 419	9 419	9 419	10 078	10 784	11 539
% increase	4		33.4%	(1.7%)	10.8%			7.0%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		21 674	26 755	30 334	36 995	38 836	38 836	41 698	44 616	47 740
Pension and UIF Contributions		3 999	4 163	4 941	7 029	7 108	7 108	7 637	8 171	8 743
Medical Aid Contributions		1 431	1 786	2 117	10 333	4 656	4 656	4 943	5 290	5 660
Overtime		483	719	1 004						
Performance Bonus		2 994	2 008	2 928	4 705	4 864	4 864	5 225	5 591	5 982
Motor Vehicle Allowance										
Cellphone Allowance		23	208	273	277	347	347	453	484	518
Housing Allowances		23	15	15	26	168	168	190	203	217
Other benefits and allowances		536	670	606	880	883	883	1 428	1 511	1 600
Payments in lieu of leave		530	1 497	1 610						
Long service awards		209	256	262	285	285	285	306	327	350
Post-retirement benefit obligations		1 637	1 679	1 908	2 149	2 149	2 149	2 303	2 464	2 637
Sub Total - Other Municipal Staff		33 538	39 756	45 999	62 680	59 296	59 296	64 181	68 657	73 446
% increase	4		18.5%	15.7%	36.3%	(5.4%)		8.2%	7.0%	7.0%
Total Parent Municipality		48 876	57 980	64 895	83 827	80 444	80 444	86 810	92 869	99 353
% increase	4		18.6%	11.9%	29.2%	(4.0%)		7.9%	7.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		48 876	57 980	64 895	83 827	80 444	80 444	86 810	92 869	99 353
% increase	4		18.6%	11.9%	29.2%	(4.0%)		7.9%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	40 018	48 400	54 496	72 099	68 715	68 715	74 260	79 441	84 985

Eastern Cape: Walter Sisulu(EC145) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages								5 764	6 153	6 549
Pension and UIF Contributions								122	131	140
Medical Aid Contributions								140	150	161
Motor Vehicle Allowance								808	862	917
Cellphone Allowance								530	565	602
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								7 365	7 862	8 368
% increase	4								6.7%	6.4%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages								3 504	3 738	253
Pension and UIF Contributions								13	14	15
Medical Aid Contributions								118	126	134
Overtime										
Performance Bonus								39	41	44
Motor Vehicle Allowance								873	931	991
Cellphone Allowance								76	81	86
Housing Allowances										
Other benefits and allowances								801	855	910
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								5 423	5 786	2 432
% increase	4								6.7%	(58.0%)
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								62 074	66 288	74 315
Pension and UIF Contributions								10 964	11 684	12 436
Medical Aid Contributions								3 280	3 494	3 717
Overtime								583	619	656
Performance Bonus										
Motor Vehicle Allowance								2 032	2 611	2 785
Cellphone Allowance								15	373	398
Housing Allowances								824	879	934
Other benefits and allowances								2 986	3 195	3 399
Payments in lieu of leave										
Long service awards								55	58	61
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								82 813	89 200	98 702
% increase	4								7.7%	10.7%
Total Parent Municipality								95 601	102 849	109 503
% increase	4								7.6%	6.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								95 601	102 849	109 503
% increase	4								7.6%	6.5%
TOTAL MANAGERS AND STAFF	5							88 236	94 987	101 135

Eastern Cape: Joe Gqabi(DC14) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages								4 074	4 264	4 473
Pension and UIF Contributions								602	630	661
Medical Aid Contributions								213	223	234
Motor Vehicle Allowance								1 577	1 650	1 731
Cellphone Allowance								244	255	268
Housing Allowances								235	246	258
Other benefits and allowances								50	53	55
Sub Total - Councillors								6 995	7 320	7 679
% increase	4								4.6%	4.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages								7 066	7 575	8 022
Pension and UIF Contributions								415	445	471
Medical Aid Contributions								136	145	154
Overtime										
Performance Bonus								589	589	589
Motor Vehicle Allowance								635	681	721
Cellphone Allowance								118	127	134
Housing Allowances								194	194	194
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								9 153	9 756	10 285
% increase	4								6.6%	5.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								142 827	152 935	161 854
Pension and UIF Contributions								19 887	21 290	22 813
Medical Aid Contributions								10 164	10 860	11 486
Overtime								7 625	8 174	8 656
Performance Bonus										
Motor Vehicle Allowance								2 640	2 830	2 997
Cellphone Allowance								1 447	1 550	1 642
Housing Allowances								815	874	925
Other benefits and allowances								4 132	4 429	4 690
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								189 536	202 942	215 063
% increase	4								7.1%	6.0%
Total Parent Municipality								205 684	220 018	233 027
% increase	4								7.0%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								205 684	220 018	233 027
% increase	4								7.0%	5.9%
TOTAL MANAGERS AND STAFF	5							198 689	212 697	225 348

Eastern Cape: Ngquba Hills(EC153) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		13 969	14 947	16 917	17 417		17 417	18 549	19 848	21 237
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		13 969	14 947	16 917	17 417		17 417	18 549	19 848	21 237
% increase	4		7.0%	13.2%	3.0%	(100.0%)		6.5%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		73 125	76 781	88 411	95 375		95 375	107 435	113 857	120 666
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		73 125	76 781	88 411	95 375		95 375	107 435	113 857	120 666
% increase	4		5.0%	15.1%	7.9%	(100.0%)		12.6%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		87 094	91 728	105 328	112 792		112 792	125 984	133 705	141 903
% increase	4		5.3%	14.8%	7.1%	(100.0%)		11.7%	6.1%	6.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		87 094	91 728	105 328	112 792		112 792	125 984	133 705	141 903
% increase	4		5.3%	14.8%	7.1%	(100.0%)		11.7%	6.1%	6.1%
TOTAL MANAGERS AND STAFF	5	73 125	76 781	88 411	95 375		95 375	107 435	113 857	120 666

Eastern Cape: Port St Johns(EC154) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages			6 705	7 133	1 544	1 544	1 544	1 652	1 660	1 769
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			2 182	2 321	2 574	2 574	2 574	2 754	2 947	3 153
Cellphone Allowance			480	510	510	510	510	546	584	625
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			9 367	9 965	4 629	4 629	4 629	4 953	5 191	5 547
% increase	4			6.4%	(53.6%)			7.0%	4.8%	6.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages			1 500	1 500	4 968	4 968	4 968	5 316	5 688	6 086
Pension and UIF Contributions			11	11	275	275	275	294	315	337
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			4 501	4 501	1 181	1 181	1 181	1 264	1 353	1 447
Cellphone Allowance										
Housing Allowances					99	99	99	106	114	122
Other benefits and allowances					409	409	409	438	469	501
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			6 012	6 012	6 933	6 933	6 933	7 418	7 937	8 493
% increase	4				15.3%			7.0%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			19 516	20 938	23 032	23 032	23 032	42 752	42 383	50 605
Pension and UIF Contributions			5 472	5 871	6 458	6 458	6 458	5 651	5 683	5 716
Medical Aid Contributions			3 444	3 817	4 199	4 199	4 199	4 447	4 612	4 647
Overtime			2 843	3 050	3 356	3 356	3 356	684	688	692
Performance Bonus										
Motor Vehicle Allowance			760	815	897	897	897			
Cellphone Allowance										
Housing Allowances			200	215	236	236	236			
Other benefits and allowances			203	218	239	239	239	1 958	1 969	1 981
Payments in lieu of leave			99	106	116	116	116			
Long service awards			895	961	1 057	1 057	1 057			
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			33 433	35 991	39 590	39 590	39 590	55 490	55 336	63 640
% increase	4			7.6%	10.0%			40.2%	(0.3%)	15.0%
Total Parent Municipality			48 812	51 967	51 151	51 151	51 151	67 861	68 464	77 680
% increase	4			6.5%	(1.6%)			32.7%	0.9%	13.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			48 812	51 967	51 151	51 151	51 151	67 861	68 464	77 680
% increase	4			6.5%	(1.6%)			32.7%	0.9%	13.5%
TOTAL MANAGERS AND STAFF	5		39 445	42 003	46 523	46 523	46 523	62 909	63 273	72 133

Eastern Cape: Nyandeni(EC155) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		15 062	15 983	17 014	16 831	17 398	17 398	18 113	19 200	20 352
Pension and UIF Contributions					173	173	173	186	197	209
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					453	453	453	487	516	547
Sub Total - Councillors		15 062	15 983	17 014	17 457	18 024	18 024	18 785	19 913	21 107
% increase	4		6.1%	6.4%	2.6%	3.2%		4.2%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 371	3 729	4 327	18 486	17 918	17 918	8 119	8 606	9 123
Pension and UIF Contributions		539	775	1 078	1 953	1 953	1 953	212	225	239
Medical Aid Contributions					651	651	651			
Overtime										
Performance Bonus					1 438	1 438	1 438	812	861	912
Motor Vehicle Allowance		1 326	1 488	1 449						
Cellphone Allowance										
Housing Allowances					155	155	155			
Other benefits and allowances					485	485	485			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 236	5 991	6 854	23 168	22 600	22 600	9 143	9 692	10 273
% increase	4		14.4%	14.4%	238.0%	(2.4%)		(59.5%)	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		33 307	44 877	48 989	48 614	48 114	48 114	64 413	68 278	72 375
Pension and UIF Contributions		2 837	4 001	5 389	8 892	8 892	8 892	13 477	14 286	15 143
Medical Aid Contributions		6 900	7 864	6 437	12 330	12 330	12 330	13 864	14 695	15 577
Overtime		3 401	4 804	6 647	50	50	50	4 021	4 263	4 519
Performance Bonus					4 051	4 051	4 051			
Motor Vehicle Allowance		4 563	4 484	7 720	3 068	3 068	3 068	4 662	4 942	5 238
Cellphone Allowance										
Housing Allowances		2 207	3 116	4 977	2 949	2 949	2 949	3 103	3 290	3 487
Other benefits and allowances		1 395	2 920	3 464	3 568	3 568	3 568			
Payments in lieu of leave		167	1 251	1 176						
Long service awards		545	529	496	328	328	328	185	196	208
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		55 323	73 845	85 295	83 849	83 349	83 349	103 726	109 949	116 546
% increase	4		33.5%	15.5%	(1.7%)	(0.6%)		24.4%	6.0%	6.0%
Total Parent Municipality		75 621	95 819	109 164	124 474	123 974	123 974	131 655	139 554	147 927
% increase	4		26.7%	13.9%	14.0%	(0.4%)		6.2%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		75 621	95 819	109 164	124 474	123 974	123 974	131 655	139 554	147 927
% increase	4		26.7%	13.9%	14.0%	(0.4%)		6.2%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	60 559	79 836	92 149	107 017	105 950	105 950	112 869	119 641	126 820

Eastern Cape: Mhlontlo(EC156) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		9 589	8 693	10 820	14 682	11 000	11 000	11 826	12 559	13 300
Pension and UIF Contributions			16	60		147	147	1	1	1
Medical Aid Contributions		69	89	68						
Motor Vehicle Allowance			2 983	2 888	3 670	3 667	3 667	3 942	4 186	4 433
Cellphone Allowance		659	1 082	1 298	1 181	1 272	1 272	1 368	1 453	1 538
Housing Allowances										
Other benefits and allowances		2 999	55	139		768	768	156	166	176
Sub Total - Councillors		13 316	12 918	15 273	19 533	16 854	16 854	17 293	18 365	19 448
% increase	4		(3.0%)	18.2%	27.9%	(13.7%)		2.6%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 778	3 937	4 073	3 889	3 889	3 889	3 789	4 024	4 262
Pension and UIF Contributions			604	281	49	49	49	18	19	20
Medical Aid Contributions		482								
Overtime										
Performance Bonus										
Motor Vehicle Allowance		556	803	892	1 507	1 507	1 507	1 507	1 600	1 695
Cellphone Allowance			125	14						
Housing Allowances		107	66	243	773	773	773	773	821	869
Other benefits and allowances		94	186					130	138	147
Payments in lieu of leave			114							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 018	5 835	5 503	6 218	6 218	6 218	6 217	6 603	6 992
% increase	4		45.2%	(5.7%)	13.0%				6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		24 249	28 604	36 129	39 155	42 619	42 619	44 937	46 826	48 206
Pension and UIF Contributions		4 140	4 117	5 030	7 000	7 204	7 204	7 784	8 473	9 289
Medical Aid Contributions		2 784	4 211	4 409	8 988	5 064	5 064	5 307	5 794	6 381
Overtime		1 544	2 063	2 273						
Performance Bonus										
Motor Vehicle Allowance		5 118	4 471	5 276	6 535	6 388	6 388	7 096	7 887	8 893
Cellphone Allowance			554	647	869	883	883	951	1 048	1 168
Housing Allowances		1 736	2 037	2 004	2 328	2 487	2 487	2 732	2 942	3 178
Other benefits and allowances		6 875	4 468	3 686	5 197	8 397	8 397	7 861	8 451	9 109
Payments in lieu of leave		423	1 578	2 235	3 710	3 710	3 710	4 281	4 546	4 814
Long service awards		420	224	318						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		47 289	52 327	62 009	73 782	76 752	76 752	80 948	85 966	91 038
% increase	4		10.7%	18.5%	19.0%	4.0%		5.5%	6.2%	5.9%
Total Parent Municipality		64 623	71 080	82 784	99 533	99 824	99 824	104 458	110 934	117 479
% increase	4		10.0%	16.5%	20.2%	0.3%		4.6%	6.2%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		64 623	71 080	82 784	99 533	99 824	99 824	104 458	110 934	117 479
% increase	4		10.0%	16.5%	20.2%	0.3%		4.6%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	51 307	58 162	67 512	79 999	82 969	82 969	87 165	92 569	98 031

Eastern Cape: King Sabata Dalindyebo(EC157) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		12 719	13 279	15 515	16 198	16 847	16 847	17 341	18 382	19 485
Pension and UIF Contributions		96								
Medical Aid Contributions		(183)						83	88	93
Motor Vehicle Allowance		3 978	4 187	4 588	4 790	4 790	4 790	5 430	5 756	6 102
Cellphone Allowance		911	1 585	1 073	1 120	1 120	1 120	1 817	1 926	2 041
Housing Allowances				150	157	157	157	103	110	116
Other benefits and allowances				210	219	219	219	116	123	0
Sub Total - Councillors		17 521	19 052	21 536	22 483	23 133	23 133	24 890	26 384	27 837
% increase	4		8.7%	13.0%	4.4%	2.9%		7.6%	6.0%	5.5%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		4 367	16 092	9 933	10 370	10 370	10 370	11 158	11 827	12 537
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 367	16 092	9 933	10 370	10 370	10 370	11 158	11 827	12 537
% increase	4		268.5%	(38.3%)	4.4%			7.6%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		136 981	158 245	191 666	195 755	187 671	187 671	214 804	227 693	241 355
Pension and UIF Contributions		19 626	24 055	27 808	29 719	28 918	28 918	32 838	34 808	36 896
Medical Aid Contributions		16 506	16 325	19 724	21 262	22 409	22 409	24 739	26 223	27 797
Overtime		10 866	8 896	13 796	12 314	10 497	10 497	14 368	15 230	16 144
Performance Bonus		9 544	413	117	174	90	90	181	192	203
Motor Vehicle Allowance		9 518	5 949	8 106	9 216	8 337	8 337	10 683	11 324	12 004
Cellphone Allowance			492	678	750	734	734	915	969	1 028
Housing Allowances		12 565	13 414	16 656	17 519	17 594	17 594	19 746	20 931	22 186
Other benefits and allowances		18 724	17 095	21 237	27 122	26 112	26 112	32 338	34 278	36 335
Payments in lieu of leave		1 205	10 456	11 694	12 327	12 162	12 162	14 664	15 544	16 476
Long service awards		4 050	3 849	5 104	5 382	5 403	5 403	6 048	6 411	6 796
Post-retirement benefit obligations		4 431	464	495						
Sub Total - Other Municipal Staff		244 016	259 652	317 081	331 540	319 928	319 928	371 323	393 603	417 219
% increase	4		6.4%	22.1%	4.6%	(3.5%)		16.1%	6.0%	6.0%
Total Parent Municipality		265 904	294 796	348 550	364 393	353 431	353 431	407 372	431 814	457 593
% increase	4		10.9%	18.2%	4.5%	(3.0%)		15.3%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		265 904	294 796	348 550	364 393	353 431	353 431	407 372	431 814	457 593
% increase	4		10.9%	18.2%	4.5%	(3.0%)		15.3%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	248 383	275 744	327 014	341 910	330 298	330 298	382 481	405 430	429 756

Eastern Cape: O.R. Tambo(DC15) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		13 906	8 953		12 685	12 444	12 444	13 440	14 448	15 532
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			2 350		4 036	4 953	4 953	5 349	5 750	6 182
Cellphone Allowance			527		998	501	501	541	581	625
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		13 906	11 829		17 720	17 898	17 898	19 330	20 780	22 338
% increase	4		(14.9%)	(100.0%)		1.0%		8.0%	7.5%	7.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		16 178	9 137		16 774	14 710	14 710	16 785	18 044	19 397
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		5 780	1 329		1 043	1 279	1 279	966	1 038	1 116
Cellphone Allowance			318		395	336	336	395	425	457
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		21 958	10 783		18 212	16 325	16 325	18 146	19 507	20 970
% increase	4		(50.9%)	(100.0%)		(10.4%)		11.2%	7.5%	7.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		128 533	210 366	263 954	247 180	271 215	271 215	274 147	294 472	316 419
Pension and UIF Contributions		27 225	33 138	26 611	26 611	24 689	24 689	26 527	28 388	30 493
Medical Aid Contributions			7 475	11 689	11 689	11 069	11 069	11 931	12 560	13 489
Overtime		8 173	11 089	7 710	7 710	8 210	8 210	8 210	8 818	9 472
Performance Bonus										
Motor Vehicle Allowance		30 597	10 778	12 179	11 136	16 964	16 964	13 381	12 549	13 486
Cellphone Allowance			645	877	482	1 017	1 017	514	959	1 030
Housing Allowances		7 975	9 111	10 568	10 568	9 844	9 844	10 606	11 367	12 209
Other benefits and allowances			5 204	3 303	3 303	4 752	4 752	4 861	5 138	5 522
Payments in lieu of leave		7 135	4 288							
Long service awards				349	349	349	349	349	375	404
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		209 637	292 094	337 240	319 028	348 110	348 110	350 526	374 627	402 524
% increase	4		39.3%	15.5%	(5.4%)	9.1%		0.7%	6.9%	7.4%
Total Parent Municipality		245 501	314 706	337 240	354 959	382 333	382 333	388 003	414 914	445 832
% increase	4		28.2%	7.2%	5.3%	7.7%		1.5%	6.9%	7.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		361	330		500			700	720	750
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		361	330		500			700	720	750
% increase	4		(8.6%)	(100.0%)		(100.0%)			2.9%	4.2%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		4 391	4 715		5 373			5 363	5 738	6 140
Pension and UIF Contributions		485	501		571			660	706	756
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		648	633		721			638	682	730
Cellphone Allowance								189	202	216
Housing Allowances										
Other benefits and allowances								59	63	68
Payments in lieu of leave			565		644					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		5 524	6 415		7 310			6 908	7 392	7 909
% increase	4		16.1%	(100.0%)		(100.0%)			7.0%	7.0%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		10 431	9 587		9 887			14 326	15 286	16 362
Pension and UIF Contributions		1 524	1 923		2 191			1 648	1 763	1 887
Medical Aid Contributions										
Overtime										
Performance Bonus					200					
Motor Vehicle Allowance		3 169	2 558		3 817			1 821	1 949	2 085
Cellphone Allowance								622	666	712
Housing Allowances										
Other benefits and allowances		1 228	258					763	817	874
Payments in lieu of leave		9	246		586					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		16 362	14 571		16 681			19 181	20 481	21 920
% increase	4		(10.9%)	(100.0%)		(100.0%)			6.8%	7.0%
Total Municipal Entities		22 248	21 316		24 491			26 789	28 592	30 579
TOTAL SALARY, ALLOWANCES & BENEFITS		267 749	336 022	337 240	379 450	382 333	382 333	414 792	443 507	476 411
% increase	4		25.5%	0.4%	12.5%	0.8%		8.5%	6.9%	7.4%
TOTAL MANAGERS AND STAFF	5	253 482	323 863	337 240	361 231	364 435	364 435	394 762	422 007	453 323

Eastern Cape: Matatiele(EC441) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		9 095	9 743	10 479	10 464	10 754	10 754	11 478	12 052	12 052
Pension and UIF Contributions		344	319	331	337	337	337	515	541	541
Medical Aid Contributions		329	301	351	122	422	422	119	125	125
Motor Vehicle Allowance		901	800	855	876	876	876	1 333	1 399	1 399
Cellphone Allowance		689	1 069	1 068	1 149	1 149	1 149	1 174	1 233	1 233
Housing Allowances		2 541	2 574	2 854	2 942	2 942	2 942	4 063	4 266	4 266
Other benefits and allowances										
Sub Total - Councillors		13 900	14 807	15 937	15 891	16 481	16 481	18 682	19 616	19 616
% increase	4		6.5%	7.6%	(0.3%)	3.7%		13.4%	5.0%	
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		42 356	51 262	57 700	71 293	66 693	66 693	68 903	71 907	76 725
Pension and UIF Contributions		4 346	5 331	6 684	8 148	8 298	8 298	9 847	10 329	11 152
Medical Aid Contributions		1 899	1 504	1 885	4 533	4 533	4 533	3 259	3 433	3 705
Overtime		1 478	2 054	1 566	935	2 015	2 015	1 485	1 597	1 724
Performance Bonus				68						
Motor Vehicle Allowance		2 043	2 727	3 084	2 923	2 991	2 991	2 845	2 886	3 108
Cellphone Allowance										
Housing Allowances		803	1 015	1 397	2 657	2 257	2 257	2 063	3 022	4 919
Other benefits and allowances		3 161	2 554	3 084	6 221	5 904	5 904	6 275	6 598	7 099
Payments in lieu of leave		1 145	2 152	402	1 200	1 200	1 200	2 000	2 100	2 205
Long service awards										
Post-retirement benefit obligations		164	516	1 557	6 410	3 160	3 160	4 250	4 463	4 686
Sub Total - Other Municipal Staff		57 395	69 115	77 426	104 321	97 051	97 051	100 927	106 335	115 322
% increase	4		20.4%	12.0%	34.7%	(7.0%)		4.0%	5.4%	8.5%
Total Parent Municipality		71 295	83 921	93 363	120 212	113 532	113 532	119 608	125 951	134 938
% increase	4		17.7%	11.3%	28.8%	(5.6%)		5.4%	5.3%	7.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		71 295	83 921	93 363	120 212	113 532	113 532	119 608	125 951	134 938
% increase	4		17.7%	11.3%	28.8%	(5.6%)		5.4%	5.3%	7.1%
TOTAL MANAGERS AND STAFF	5	57 395	69 115	77 426	104 321	97 051	97 051	100 927	106 335	115 322

Eastern Cape: Umzimvubu(EC442) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		13 220	7 121	7 292	7 492	7 492	7 492	8 061	8 529	9 024
Pension and UIF Contributions			980	1 087	1 155	1 155	1 155	1 243	1 315	1 392
Medical Aid Contributions			343	394	419	419	419	451	477	504
Motor Vehicle Allowance			3 192	3 375	3 588	3 588	3 588	3 860	4 084	4 321
Cellphone Allowance			105							
Housing Allowances			2 022	2 437	2 591	2 591	2 591	2 787	2 949	3 120
Other benefits and allowances			86	2 038	2 166	2 166	2 166	2 331	2 466	2 609
Sub Total - Councillors		13 220	13 848	16 623	17 411	17 411	17 411	18 734	19 821	20 970
% increase	4		4.7%	20.0%	4.7%			7.6%	5.8%	5.8%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		2 760	3 896	4 230	3 496	3 496	3 496	3 762	3 980	4 211
Pension and UIF Contributions		188	306	491	522	522	522	562	594	629
Medical Aid Contributions		48	47	121	129	129	129	138	146	155
Overtime										
Performance Bonus		271	367	671	714	714	714	768	812	860
Motor Vehicle Allowance		773	980	999	1 062	1 062	1 062	1 143	1 209	1 279
Cellphone Allowance										
Housing Allowances		537	837	691	735	735	735	790	836	885
Other benefits and allowances		292	264	348	370	370	370	398	421	446
Payments in lieu of leave				299	318	318	318	342	362	383
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 869	6 696	7 850	7 344	7 344	7 344	7 903	8 361	8 846
% increase	4		37.5%	17.2%	(6.4%)			7.6%	5.8%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		21 428	24 037	39 330	28 120	28 120	31 582	34 153	36 133	38 229
Pension and UIF Contributions		2 466	3 011	3 428	3 644	3 644	3 544	3 813	4 034	4 268
Medical Aid Contributions		2 428	2 061	6 953	6 391	6 391	6 391	6 877	7 276	7 698
Overtime										
Performance Bonus		457	478	1 297						
Motor Vehicle Allowance		2 870	2 805	2 617	2 782	2 782	2 782	2 993	3 167	3 351
Cellphone Allowance			269							
Housing Allowances		1 149	1 241	2 160	2 296	2 296	2 296	2 471	2 614	2 765
Other benefits and allowances		2 789	3 057	3 213	2 415	2 415	2 415	2 599	2 749	2 909
Payments in lieu of leave		1 159	933	370	393	393	393	423	448	474
Long service awards		231	55	185	159	159	159	171	181	191
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		34 976	37 948	59 553	46 199	46 199	49 561	53 499	56 602	59 885
% increase	4		8.5%	56.9%	(22.4%)		7.3%	7.9%	5.8%	5.8%
Total Parent Municipality		53 065	58 492	84 026	70 955	70 955	74 317	80 136	84 784	89 701
% increase	4		10.2%	43.7%	(15.6%)		4.7%	7.8%	5.8%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		53 065	58 492	84 026	70 955	70 955	74 317	80 136	84 784	89 701
% increase	4		10.2%	43.7%	(15.6%)		4.7%	7.8%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5	39 845	44 644	67 403	53 544	53 544	56 906	61 402	64 963	68 731

Eastern Cape: Mbizana(EC443) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		10 244	11 157	11 967	13 186	13 186	11 836	14 046	15 057	16 096
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		2 977	3 448	3 839	4 095	4 095	4 250	6 424	6 887	7 362
Cellphone Allowance		757	899	1 323	1 438	1 438	1 321	1 426	1 529	1 634
Housing Allowances										
Other benefits and allowances		1 059	834	767	818	818	1 448	1 289	1 382	1 478
Sub Total - Councillors		15 037	16 338	17 895	19 537	19 537	18 856	23 186	24 855	26 570
% increase	4		8.7%	9.5%	9.2%		(3.5%)	23.0%	7.2%	6.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	7 813	3 392	4 248	3 983	3 983	3 983	4 262	4 526	4 793
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		762	528							
Cellphone Allowance					177	177	177	190	202	213
Housing Allowances										
Other benefits and allowances				2 184	2 041	2 041	2 041	2 184	2 319	2 456
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 575	3 921	6 432	6 201	6 201	6 201	6 635	7 047	7 462
% increase	4		(54.3%)	64.0%	(3.6%)			7.0%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		26 802	34 452	33 640	51 268	45 741	44 312	52 108	55 902	59 805
Pension and UIF Contributions		1 959	2 712	3 402	4 653	5 314	4 408	6 032	6 466	6 912
Medical Aid Contributions		1 238	1 366	2 572	2 817	3 410	3 141	3 858	4 136	4 422
Overtime		276	455	388	518	675	423	761	815	572
Performance Bonus										
Motor Vehicle Allowance		640	2 208	4 407	5 336	6 720	6 038	7 534	8 076	8 633
Cellphone Allowance		256	410	530	615	554	467	630	677	721
Housing Allowances		791	1 564	2 132	3 150	2 819	2 394	3 131	3 357	3 589
Other benefits and allowances		3 837	4 203	6 087	5 209	6 406	3 727	7 154	7 691	8 550
Payments in lieu of leave										
Long service awards		206								
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		36 004	47 369	53 157	73 567	71 640	64 911	81 208	87 121	93 203
% increase	4		31.6%	12.2%	38.4%	(2.6%)	(9.4%)	25.1%	7.3%	7.0%
Total Parent Municipality		59 615	67 628	77 485	99 306	97 379	89 967	111 029	119 023	127 235
% increase	4		13.4%	14.6%	28.2%	(1.9%)	(7.6%)	23.4%	7.2%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		59 615	67 628	77 485	99 306	97 379	89 967	111 029	119 023	127 235
% increase	4		13.4%	14.6%	28.2%	(1.9%)	(7.6%)	23.4%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	44 578	51 290	59 589	79 768	77 841	71 112	87 843	94 168	100 665

Eastern Cape: Ntabankulu(EC444) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		7 402	5 897	8 349	5 739		5 739	6 175	6 620	7 077
Pension and UIF Contributions			704		881		881	948	1 016	1 086
Medical Aid Contributions			270		347		347	381	408	436
Motor Vehicle Allowance			2 141		2 138		2 138	2 301	2 466	2 636
Cellphone Allowance			489		480		480	517	554	592
Housing Allowances					150		150	161		
Other benefits and allowances		712	47	814	1 557		1 557	208	223	238
Sub Total - Councillors		8 114	9 548	9 163	11 292		11 292	10 690	11 287	12 065
% increase	4		17.7%	(4.0%)	23.2%	(100.0%)		(5.3%)	5.6%	6.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		19 064	19 064	26 224	29 965	(955)	29 010	32 548	35 038	37 981
Pension and UIF Contributions		2 649	2 649	3 383	3 802	(70)	3 732	4 109	4 507	4 506
Medical Aid Contributions		1 262	1 262	1 952	2 110	(44)	2 065	2 274	2 495	2 704
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 828	1 828	2 892	2 138	1 063	3 201	3 524	3 866	4 191
Cellphone Allowance		56	56	58	466	(14)	452	497	546	5 295
Housing Allowances		1 644	1 644	2 106	2 492	(33)	2 459	2 707	2 970	3 220
Other benefits and allowances		1 928	1 928	2 883	4 935		3 649	4 018	4 408	5 677
Payments in lieu of leave			500							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		28 431	28 931	39 499	45 908	(54)	44 568	49 678	53 829	63 573
% increase	4		1.8%	36.5%	16.2%	(100.1%)	(82126.2%)	11.5%	8.4%	18.1%
Total Parent Municipality		36 545	38 479	48 662	57 200	(54)	55 860	60 368	65 116	75 639
% increase	4		5.3%	26.5%	17.5%	(100.1%)	(102908.5%)	8.1%	7.9%	16.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		36 545	38 479	48 662	57 200	(54)	55 860	60 368	65 116	75 639
% increase	4		5.3%	26.5%	17.5%	(100.1%)	(102908.5%)	8.1%	7.9%	16.2%
TOTAL MANAGERS AND STAFF	5	28 431	28 931	39 499	45 908	(54)	44 568	49 678	53 829	63 573

Eastern Cape: Alfred Nzo(DC44) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		5 082	5 211		5 110			5 480		
Pension and UIF Contributions		109	680		790			804		
Medical Aid Contributions		154			158			407		
Motor Vehicle Allowance		1 615	1 701		2 195			1 841		
Cellphone Allowance										
Housing Allowances					369			522		
Other benefits and allowances		22	1		378			378		
Sub Total - Councillors		6 983	7 593		9 001			9 433		
% increase	4		8.7%	(100.0%)		(100.0%)			(100.0%)	
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		87 997	98 368		113 823			116 245		
Pension and UIF Contributions		7 790	9 083		16 809			24 455		
Medical Aid Contributions					11 439			8 508		
Overtime		1 634	2 656		6 750			2 750		
Performance Bonus		4 958	5 915		8 639					
Motor Vehicle Allowance		14 983	14 953		14 041			11 063		
Cellphone Allowance										
Housing Allowances		3 827	5 793		2 983			5 132		
Other benefits and allowances					16 060			20 922		
Payments in lieu of leave			2 744		750			750		
Long service awards		1 901								
Post-retirement benefit obligations					(3 646)					
Sub Total - Senior Managers of Municipality		123 089	139 512		187 647			189 824		
% increase	4		13.3%	(100.0%)		(100.0%)			(100.0%)	
<u>Other Municipal Staff</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		130 073	147 106		196 648			199 256		
% increase	4		13.1%	(100.0%)		(100.0%)			(100.0%)	
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		130 073	147 106		196 648			199 256		
% increase	4		13.1%	(100.0%)		(100.0%)			(100.0%)	
TOTAL MANAGERS AND STAFF	5	123 089	139 512		187 647			189 824		